

NEAR-SITE CLINIC



PRESENTED TO:



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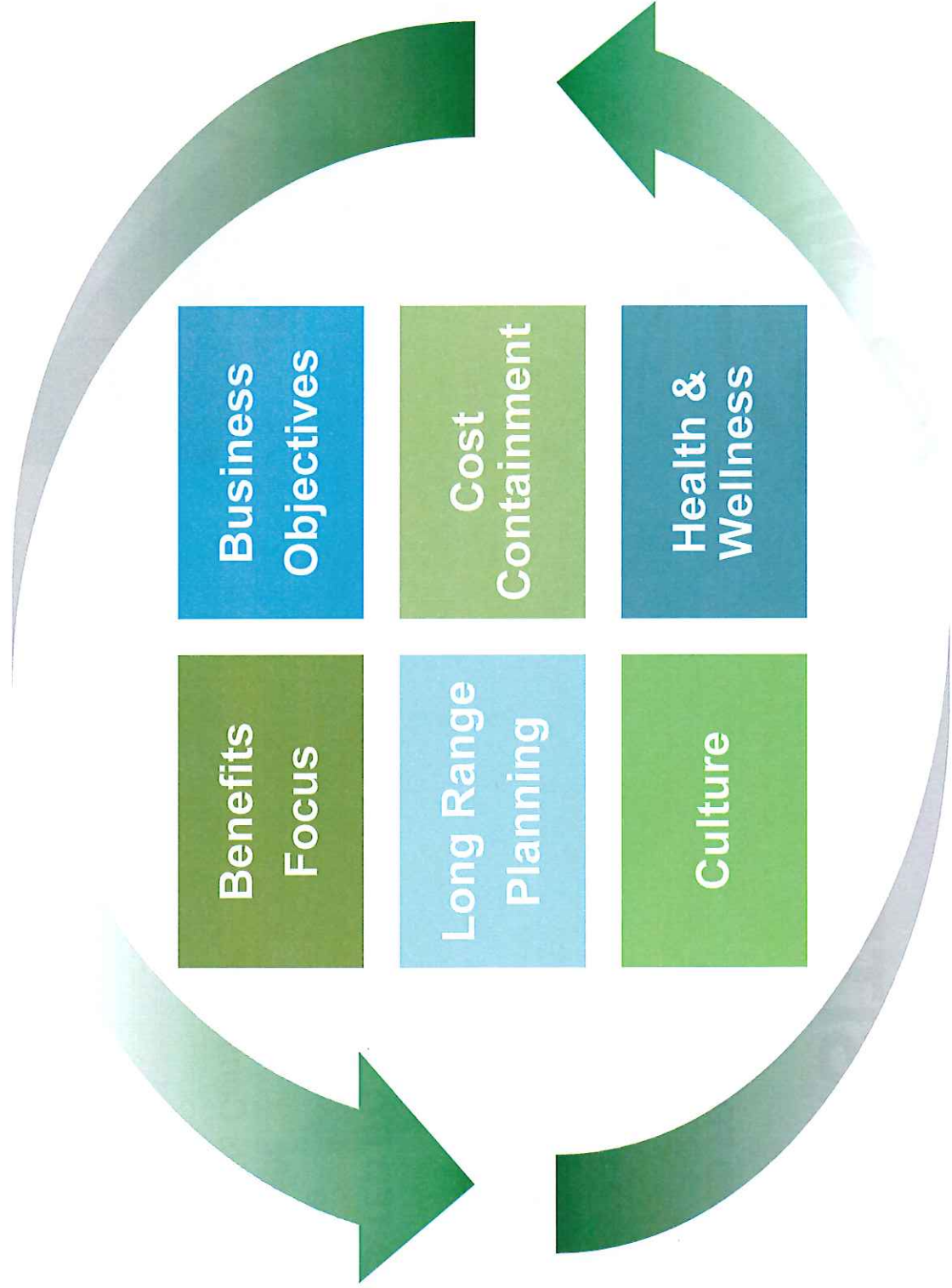
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Vice President,
Senior Benefits Consultant

March 22, 2016



Associated Financial Group
Employee Benefits. Insurance. HR Solutions.

THE BIG PICTURE...



THE PROCESS

- June 2015 – Request for information
- July 2015 – Interviewed four vendors
 - Interra
 - ThedaCare
 - Healthstat Inc.
 - Ministry/Affinity
- July 2015 – Orthopedic Sports Institute submitted a proposal after the first round of interviews
- November 2015 – From interviews and additional information provided, narrowed down to Interra and ThedaCare
- December 2015 – Three Waves Clinic (Interra) and Appvion Clinic (ThedaCare) site visits
- December 2015 – Met with City of Appleton to determine next steps



IT'S MORE PROFITABLE FOR THE PROVIDER TO TREAT CANCER THAN PREVENT IT

Our healthcare payment system is hardwired to pay
for acute care.

But what we will need in the future is better
preventive care, chronic care and convenient
primary care.



OPTIONS FOR DECREASING COSTS

- Raising employee contributions (payroll deductions)
- Reducing benefits
- More copays and deductibles

AND

- Prevention
- Health improvement
- Avoiding unnecessary care
- Better consumerism/education
- Patient advocacy/guidance
- Convenient low cost primary care

Focus of a clinic strategy with actual enhanced benefits



GROWING DEMAND FOR WORKPLACE CLINICS

- Improve population health
 - Preventing and managing chronic conditions
 - Cost containment
- Improve access to and quality of care
- Attract and retain a competitive workforce; candidates are inquiring
- Becoming part of a benefit plan strategy
- Other benefits
 - Reduce absenteeism
 - Boost productivity
 - Prevent disability claims
 - Prevent work-related injuries



SAMPLE OF AFG PUBLIC CLIENTS WITH ONSITE / NEAR-SITE CLINICS

- Sheboygan Area School District
- Oshkosh Area School District
- Manitowoc Public School District
- City of Oshkosh
- Fond du Lac School District
- City of Manitowoc
- Sheboygan County
- City of Sheboygan
- Winnebago County



RECOMMENDED PARTNER = THEDACARE

- Selection Criteria
 - Cost
 - Best value proposition
 - Positive past experience with other employers (site visit to Appvion Clinic)
 - Ability to achieve a ROI with little or no contingencies
 - Resources (i.e. programs, materials, etc.)
 - Ability to recruit quality staff
 - Flexible
 - Ability to grow and evolve with employer’s wellness programs
 - Potential to expand services
 - Expanded hours of operation
 - Chiropractic and/or physical therapy services
 - Wellness / health coaching
 - Pre-employment drug testing (potential to replace current services)
 - Occupational health
 - Pharmacy



INITIAL CLINIC OBJECTIVES

Preventive Care

- Well Child Visits for ages 2 and up
- School, Camp & Sports Physicals
- Adults Physicals
- Pap/Pelvic Exams
- Immunizations

Acute Care/Treatment Based

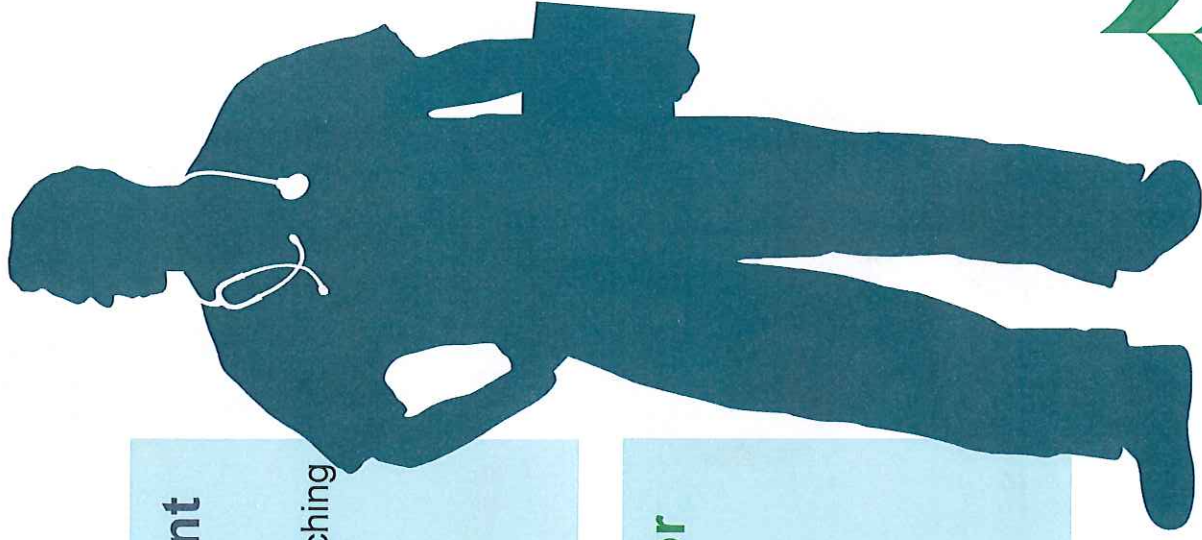
- Cold & Flu Symptoms
- Rashes
- Strep Throat
- Ear Infections
- Bladder Infections

Disease Management Coordination

- Chronic Condition Health Coaching
- Diabetic education
- Weight management
- Blood pressure monitoring

Lab Work and Minor Procedures

- Several lab tests available
- Wart removal
- Ear wax removal



FUTURE OPPORTUNITIES

Occupational Pre-Employment Protocol

- Drug
- TB Test
- Physicals
- OSHA Screenings

Expansion of Wellness

- Wellness coaching
- Health education
- Fitness opportunities
- Health Risk Assessments
- Wellness programming

Lifestyle Coaching

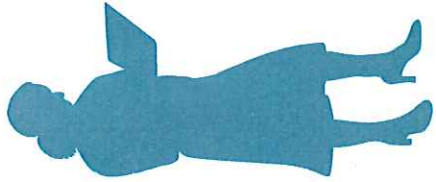
- Nutritional Counseling
- Exercise
- Wellness Coach

Other Staffing Services

- Physical Therapy (\$80/hour)
- Athletic Trainer (\$55/hour)
- Health Coach (\$55/hour)

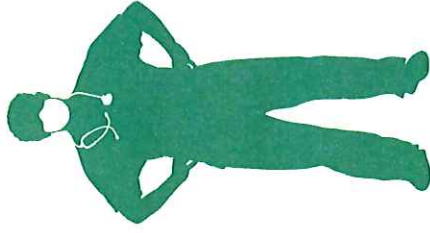


TO THE EMPLOYEE



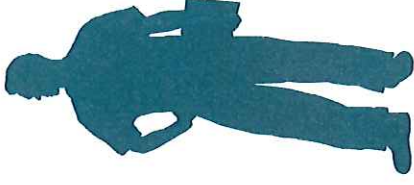
Convenience

- Local providers
- Dedicated staff
- Scheduled appointments
- One stop medical care



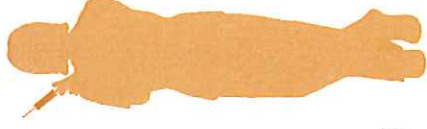
Cost

- Cost to employee is yet to be determined
- Members in the High Deductible HSA plan are required to pay "fair market value" for any non-preventive visits
- Health Savings Account funds can be used for services



Education

- Chronic condition management
- Navigation of the healthcare system
- Wellness and nutritional counseling
- Navigation through the healthcare system



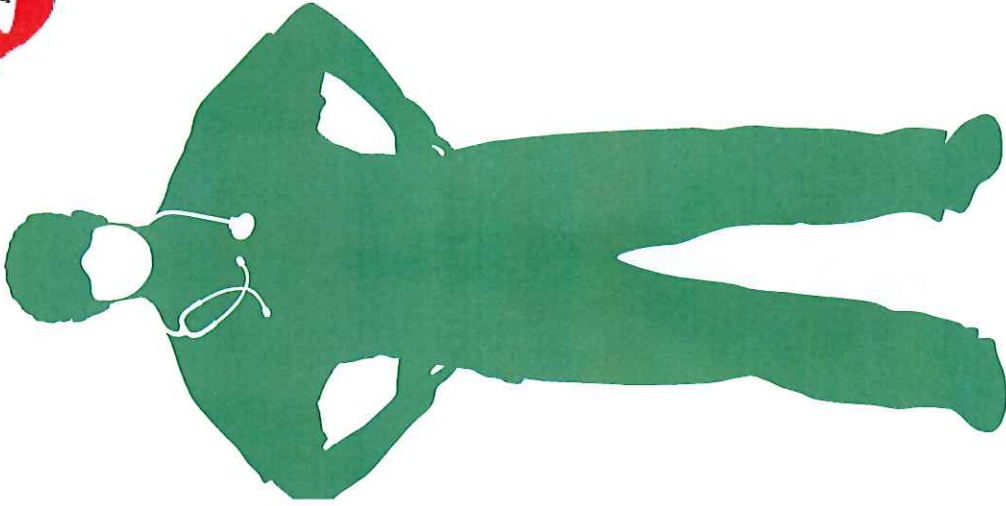
Services

- Preventive care
- Acute care
- Lifestyle coaching
- Chronic condition management
- Wellness and nutritional counseling





PARTNERSHIP

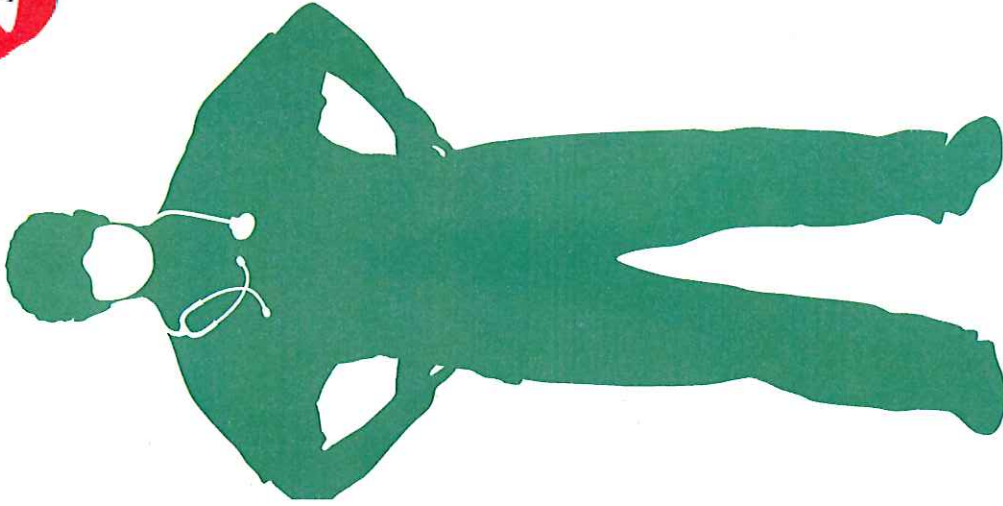


- Inter-agency agreement
- Initial agreement 70% /30% split in costs for NP, RN, and MA services
- Each entity pays for their employee's labs and procedures performed at clinic
- Re-visit quarterly
- Adjust accordingly



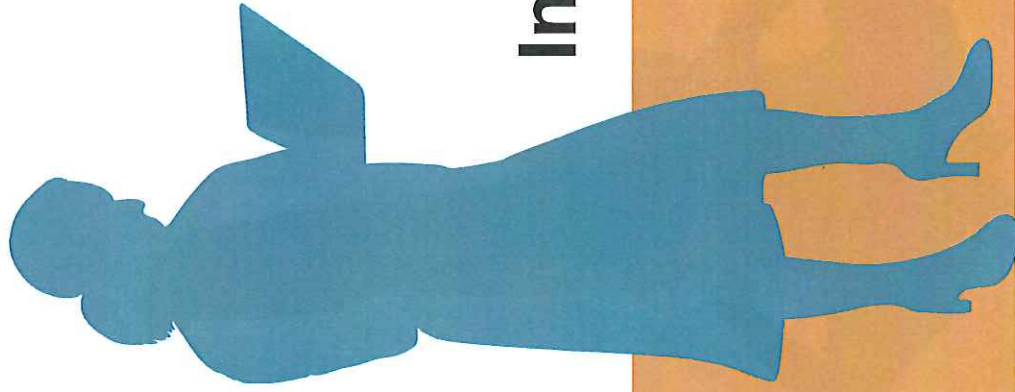


VALUE IN PARTNERING



- Pooling resources
- Shared initial investment
- Pricing discounts
- Mitigate investment risk
- Broader access to service
 - Expanded hours of operation
 - Wellness, pre-employment protocol, occupational health, therapy, etc.





Return on Investment

ROI

Short-Term

- 20% savings on utilized services
- Fixed fees vs. fee for service
- Nurture relationships that help navigate the healthcare delivery service
- Gateway influence to wellness
- Employee steerage to lower cost care

Long-Term

- Employee navigation through healthcare system
- Coaching reverses/avoids high-risk situations
- Focused counseling to lower costs associated with disease states
- Overall health improvement decreases future medical services
- Educated members become better healthcare consumers
- Increased productivity/decreased absenteeism



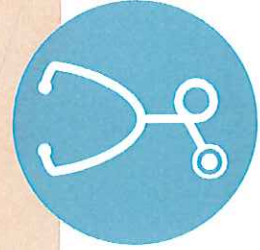
RETURN ON INVESTMENT SAVINGS OF SIMILAR CLINICS

Oshkosh Area School District Year 1 Savings

Health Plan Enrollment = 1,387 EEs + Retirees
Health Insurance Carrier = Group Health Trust
Self-Funded Trust

Clinic Opened February 2015

Total Net Savings	\$48,425
<u>Less Start-up Fees</u>	<u>- \$35,485</u>
Savings After Start-Up Fees	\$12,940



Savings noted above is derived from the redirection of care into the employer sponsored clinic.

Sheboygan Area School District 2012 – 2015

Health Plan Enrollment = 1,268 EEs + Retirees
Health Insurance Carrier = Anthem
Self-Funded

Clinic Opened for District employees on July 1, 2012

Year 1 - 6 months	\$36,879
Year 2 – 2013	\$200,708
Year 3 – 2014	\$452,762
Year 4 – 2015	<u>\$700,808</u>
Total Savings	\$1,391,157

- Health insurance premiums have not been increased for the last 3 years.
- Improvement in cost and severity of chronic conditions.



EMPLOYEE COMMUNICATIONS

Provider Flyer with Services

Berlin Convenient Care Clinic

Located inside of CHN Berlin in Hospital

225 Memorial Drive, Berlin, MD 20848

Located inside of CHN Berlin in Hospital
225 Memorial Drive, Berlin, MD 20848





schedule an appointment online via MyThedaCare.org

Nurse Practitioner



- Kristi Ward, APRN
- Urgent care
- Physical exams

Postcards


Connecting faith & finances for good.™

Thrivent Financial Health & Wellness Center


Now Available

A convenient new choice in health care for Thrivent employees and their families.



**Exercise
Nutrition
Healthy Lifestyle**
Monday - Saturday



FAQs



ThedaCare.

**Great Northern Corporation
Wellness Center**

Q. Why did Great Northern Corporation (GNC) build a workplace wellness center?
A. GNC is committed to providing employees with opportunities to improve their health and quality of life and helping to reduce healthcare costs over time. A workplace wellness center aligns with our vision to promote a balanced healthy lifestyle for our employees that encompasses the whole person—mental, social and physical.

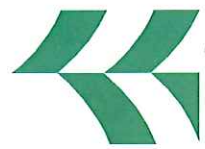
Services

Q. What services are offered through the wellness center and how much do services cost?
A. Wellness center services include lifestyle medicine and wellness consults for chronic disease management such as diabetes, high blood pressure, weight, heart disease and others, as well as acute care for illness and non-work related injuries and immunizations. Most services at the wellness center are provided free of charge. More complex medical care such as sutures, biopsies, removal of moles/skin tags, wound cultures, etc will be provided for a minimal fee.

Q. Will I need to pay additional fees for lab work, x-rays or supplies?
A. X-rays and lab processing will not be performed at the workplace wellness center; however, these services can be ordered by the workplace wellness center provider to be performed at your primary care provider's clinic, or another ThedaCare location. These services would be processed in accordance with your health plan benefits. There will be no charge for basic supplies and rapid resulting lab tests, such as a strep test. If you have questions, please ask the workplace wellness center provider.

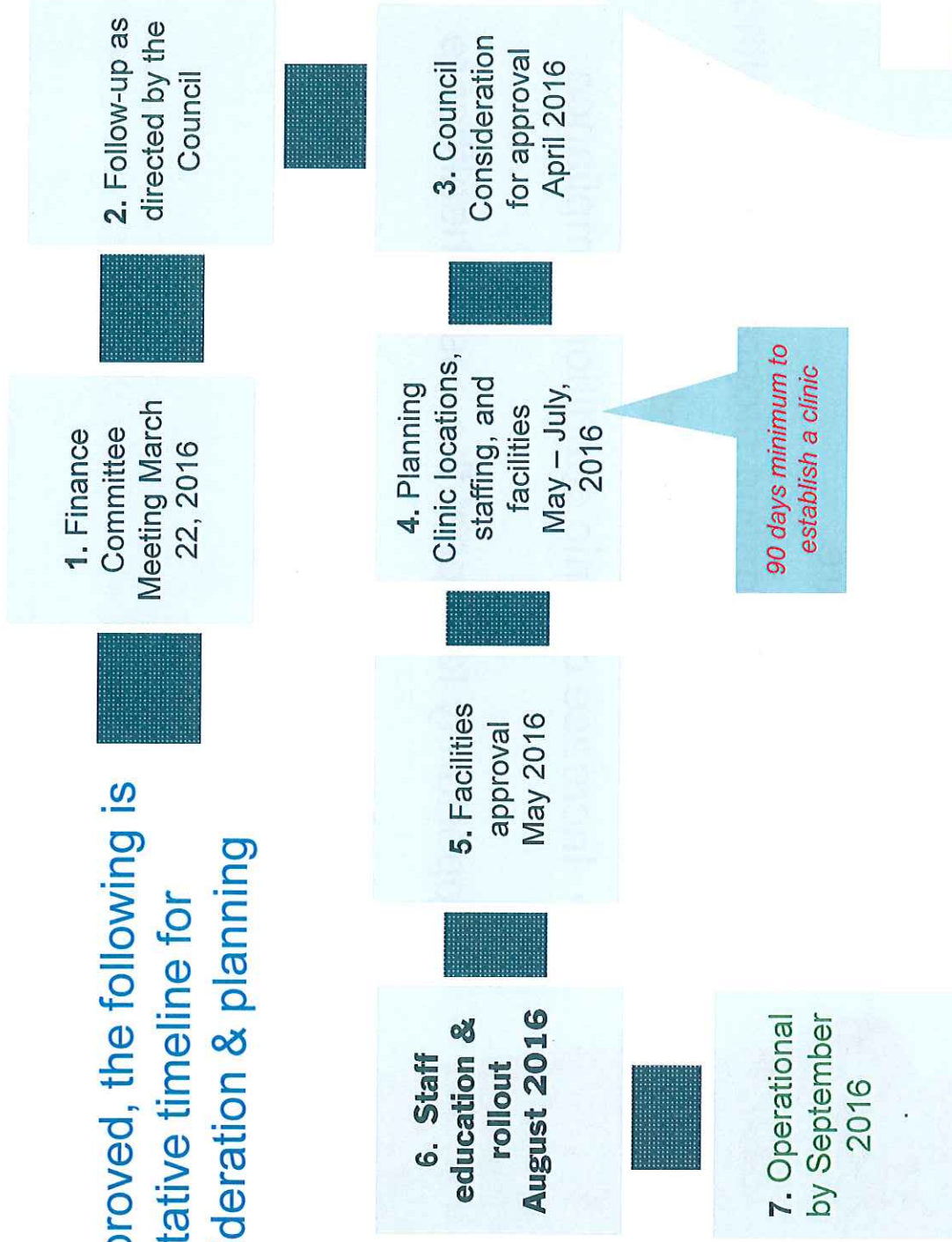
Q. I had blood drawn at the wellness center. I thought it was supposed to be "free," but I got a bill for laboratory charges?
A. There is no charge to have your blood drawn at the wellness center; however, the diagnostic lab fees to test your blood will be processed in accordance with your health plan benefits.

Q. Can the workplace wellness center prescribe medication?
A. Yes, the wellness center provider can prescribe medications that are appropriate for the



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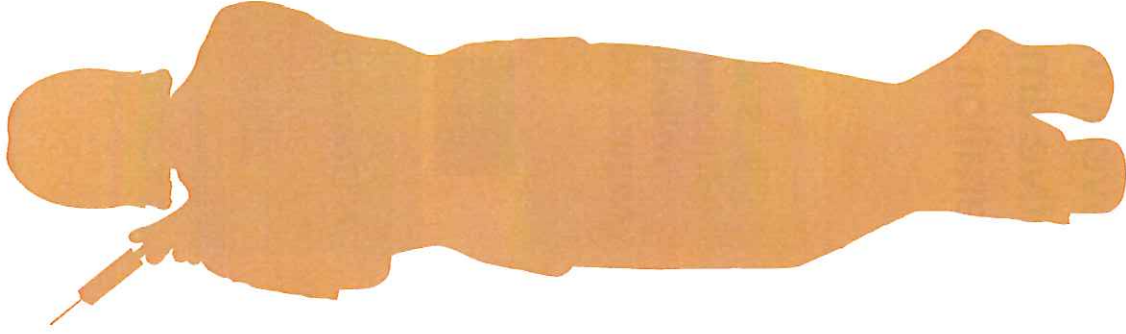
If approved, the following is a tentative timeline for consideration & planning



NEXT STEPS



CLOSING



Positively Impact employee health

- Immediate care
- Assist in navigating programs and healthcare
- Coordinate wellness efforts
- Increase chronic condition compliance

Opportunity to impact the cost of healthcare



QUESTIONS?



COST OF CARE

- Primary care visit

Billed 99213	\$120.00
Contract reduction	\$82.20 (31.5% actual)

Billed 99213	\$250.00
Contract reduction	\$125.00 (50.1% actual)

- Onsite clinic cost – per hour rate based on proposed contract

Nurse practitioner & med assist.	\$110	\$110
Patients seen	3	2
Cost per patient	\$36	\$55

Registered nurse and med assist.	\$85	\$85
Patients seen	3	2
Cost per patient	\$28.30	\$42.50

Coach	\$55	\$55
Patients seen	3	2
Cost per patient	\$18.30	\$27.50



